

Governor's 2017–19 Compensation Plan

General Fund-State Request Summary

(\$ in thousands)

	2017-19		
	General Fund-State	Near General Fund-State	Total Budgeted Funds
Local School Districts			
K-12 I-732 Cost-of-Living Adjustment		\$379,001	\$379,001
K-12 Charter Schools I-732 Cost of Living Adjustment			1,014
K-12 Competitive Wages		2,733,750	2,733,750
K-12 Charter Schools Competitive Wages			7,751
Subtotal		\$3,112,751	\$3,121,516
Non-State Employee Unions			
Home Care Workers – Individual Providers	\$77,304		\$160,356
Parity for Agency Home Care Providers	21,216		47,742
Child Care Providers	13,909		13,909
Language Access Providers	889		889
Adult Family Homes	28,205		63,697
Subtotal	\$141,523		\$287,849
Collective Bargaining Agreements Negotiated by the Governor (including Arbitration Awards)			
Washington Federation of State Employees	\$180,309	\$20	\$348,014
Washington Public Employees Association	10,478		18,917
International Brotherhood of Teamsters	90,513		88,337
International Federation of Professional and Technical Engineers, Local 17	16		12,110
Washington Association of Fish and Wildlife Professionals	2,113		7,496
Service Employees International Union Healthcare, 1199NW	35,087		49,390
The Coalition of Unions	10,580		21,507
Washington Federation of State Employees – Higher Education	7,045	303	14,205
Washington Public Employees Association – Higher Education	7,600	26	12,602
Ferry Employees (Marine Unions)			22,605
<i>Health Insurance 85%/15%</i>			4,432
<i>IBU</i>			7,770
<i>MEBA Licensed</i>			3,778
<i>MEBA Unlicensed</i>			1,174
<i>MMP – Mates</i>			865
<i>MMP – Masters</i>			2,317
<i>MMP – Watch Supervisors</i>			141
<i>Metal Trades</i>			720
<i>Carpenters</i>			213
<i>OPIU Local 8</i>			837
<i>FASPA</i>			362
<i>SEIU</i>			40
Washington State Patrol Troopers Association	2,447		37,856
Washington State Patrol Lieutenants' Association	1,324		3,032
Subtotal	\$347,512	\$349	\$613,466
Collective Bargaining Agreements Conducted by Higher Education Institutions			
Central Washington University			
<i>Health Care Super Coalition</i>	\$250		\$565
<i>WFSE</i>	149		293
<i>PSE</i>	168		418

Eastern Washington University	<i>Health Care Super Coalition</i>	568	1,358
	<i>WFSE</i>	1,132	2,192
	<i>PSE</i>	66	128
University of Washington	<i>Health Care Super Coalition</i>	1,352	17,935
	<i>WFSE</i>	3,351	19,289
	<i>WFSE Police Mgt.</i>	129	321
	<i>SEIU 925</i>	3,658	28,284
	<i>Teamsters 117 (Police)</i>	369	1,072
Washington State University	<i>Health Care Super Coalition</i>	275	556
	<i>WFSE</i>	122	493
	<i>PSE</i>	106	211
	<i>WSU Police Guild</i>	228	454
The Evergreen State College	<i>Health Care Super Coalition</i>	314	728
	<i>WFSE</i>	771	1,877
Western Washington University	<i>Health Care Super Coalition</i>	695	1,651
	<i>WFSE</i>	893	1,735
	<i>PSE</i>	661	1,287
Yakima Valley College	<i>WPEA</i>	325	480
	<i>WPEA</i>	334	495
Highline Community College	<i>WPEA</i>	334	495
Subtotal		\$15,916	\$81,822

State Employees – Not Represented or Not Covered by Determination of Financial Feasibility

Health Insurance (including Non-Super Coalition)	\$67,973	\$142	\$146,751
<i>General Government (non-represented)</i>			
General Wage Increase 2%, 2%, 2%	41,931		93,556
Targeted Increases	11,404		18,241
Minimum Starting Wage	19		24
Vacation Leave	113		118
Subtotal	\$53,467		\$111,939
<i>Higher Education (non-represented)</i>			
General Wage Increase 2%, 2%, 2%	\$104,101		\$314,243
Targeted Increases	212		3,151
Minimum Starting Wage	288		1,188
Subtotal	\$104,601		\$318,582
State Employees – Other			
Initiative 732 State Employees, Adjustment to General Wage Increases	\$3,177	\$18	\$4,918
Transit Passes King County, Non WFSE	808		3,634
Teachers' Salary Increase, School for the Blind and the Center for Childhood Deafness	1,934		2,405
Subtotal	\$5,913	\$18	\$10,957

Detail of Summarized Items

\$ in thousands

Local School Districts

Initiative 732 Cost of Living Increase. The annual cost of living (COLAs) for all public school employees as specified in Initiative 732 is based on the Seattle consumer price index and provides an increase of 2.4 percent in the 2017-18 school year. An increase of 2.8 percent is provided in the 2018-19 school year.

Competitive Wages. Salary allocations for beginning educators are increased to \$44,975 in School Year 2017-18 and \$54,587 in school year 2018-19. Salary allocations for certificated instructional staff are sufficient for ten months of usual and customary work during the school year plus an additional 30 hours in school year 2017-18 and 80 hours in school year 2018-19 of effective professional learning as defined in Chapter 77, Laws of 2016. Twelve-month salary allocations for certificated administrative staff are \$78,395 in school year 2017-18 and \$114,612 in school year 2018-19. The per full-time-equivalent twelve-month salary allocations for classified staff units are \$39,457 in school year 2017-18 and \$52,908 in school year 2018-19.

Non-State Employee Union Agreements

Service Employees International Union Local 775 (Home Care Individual Providers). The agreement with individual providers of in-home personal care services includes phased-in changes and increases to the wage scale; increases in contributions to the health care, training and retirement trusts; an increase in paid time off; and a health and safety benefit study.

Wage Parity for Agency Home Care Providers. Funding is provided for a wage and benefit increase to workers who provide personal care services and are employed by private agencies. The increase corresponds to the salary and wage component of the home worker contract for individual providers.

Adult Family Home Council for Owners of Adult Family Homes. The Governor's budget provides for increased rates for adult family homes, including variable increases to base daily rates, private duty nursing rates, HIV/AIDS rates, community service rates, specialize behavioral support rates, respite hourly rates, community integration program rates, and meaningful home-based activities rates.

Service Employees International Union Local 925 for Family Child Care Providers. This agreement includes a 2 percent base rate increase for licensed family home providers; additional training; two additional paid professional development days (from three days to five days); an increase in the licensing incentive payment from \$250 to \$500; an increase in needs-based grants; and greater access to a substitute pool.

Washington Federation of State Employees (Language Access Providers). The agreement includes an increase in the hourly rate to \$38.50 per hour in the first fiscal year and to \$39.76 an hour in the second fiscal year; an increase in the rate for a cancelled appointment, a 90-minute minimum for in-person DSHS appointments and reimbursement for parking, ferry and toll costs.

Collective Bargaining Agreements

Under the provisions of RCW 41.80.010(5), 41.56.473(4)(a), 74.39A.300(5), and 41.56.028(8), collective bargaining negotiations were conducted with representatives of state employees, either by the Governor or by higher education institutions. Only major economic proposals of the agreements are described below; the descriptions do not contain complete details of the agreements.

Agreements Negotiated by the Governor

Super Coalition for Health Care Benefits – Funding is included in each separate agreement. Agreements negotiated as part of the Super Coalition include a health benefit package with employee cost-sharing of 15 percent of the weighted average of the projected health care premium; continuation of an employer payment of the premium costs for basic life, long-term disability and dental coverage, an opportunity to earn a wellness incentive, and an incentive for completion of a well-being assessment.

General Government Union Agreements and Arbitration Awards

Washington Federation of State Employees, General Government. Provisions of this agreement and arbitration award include a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; a general wage increase of 2 percent effective January 1, 2019; salary adjustments for targeted classifications; a minimum starting wage of \$12 an hour, transit passes for employees working in King County, and changes to vacation leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Washington Public Employees Association, General Government. Provisions of this agreement include a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; a general wage increase of 2 percent effective January 1, 2019; salary adjustments for targeted classifications, and changes to vacation leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Washington Association of Fish and Wildlife Professionals. This agreement includes a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; a general wage increase of 2 percent effective January 1, 2019; and salary adjustments for targeted classifications. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

International Federation of Professional and Technical Employees Local 17. This agreement includes a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; a general wage increase of 2 percent effective January 1, 2019; salary adjustments for targeted classifications, and changes to vacation leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Service Employees International Union Local 1199. This agreement includes salary adjustments for targeted classifications and changes to vacation leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

The Coalition of Unions. This agreement includes a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; a general wage increase of 2 percent effective January 1, 2019; salary adjustments for targeted classifications, and changes to vacation leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

International Brotherhood of Teamsters Local 117. For Corrections employees, this agreement and arbitration award includes general wage increases of 4.5%, 3%, and 3%, along with targeted increases and changes to vacation leave accrual. For employees in the Department of Enterprise Services, the agreement includes a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; a general wage increase of 2 percent effective January 1, 2019; salary adjustments for targeted classifications; and changes to vacation leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Higher Education Union Agreements

Washington Federation of State Employees, Community Colleges. Provisions of this agreement and arbitration award include a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; a general wage increase of 2 percent effective January 1, 2019; salary adjustments for targeted classifications; a minimum starting wage of \$12 an hour, and changes to vacation leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Washington Public Employees Association, Community Colleges. Provisions of this agreement include a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; a general wage increase of 2 percent effective January 1, 2019; salary adjustments for targeted classifications, a minimum starting wage of \$12 an hour, and changes to vacation leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Washington State Patrol Union Agreements

Washington State Patrol Troopers' Association. This agreement includes a general wage increase of 16 percent for troopers and 20 percent for sergeants, effective July 1, 2017; a general wage increase of 3 percent, effective July 1, 2018; a new one percent longevity step at 25 years of service; additional pay for targeted specialties; and changes to vacation leave accrual. Employee insurance is as described in Health Benefits.

Washington State Patrol Lieutenants' Association. This agreement includes a general wage increase of 20 percent, effective July 1, 2017; a general wage increase of 3 percent, effective July 1, 2018; a new one percent longevity step at 25 years of service; and an increase in standby pay for lieutenants. Employee insurance is as described in Health Benefits.

Marine Union Agreements and Arbitration Awards

Service Employees International Union Local 6. This agreement includes a general wage increase of 6 percent, effective July 1, 2017; a general wage increase of 4 percent, effective July 1, 2018; and an increase in shift pay. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Ferry Agents, Supervisors and Project Administrators Association. This agreement includes a general wage increase of 3 percent effective July 1, 2017; a general wage increase of 2 percent, effective July 1, 2018; and changes to callback, on-call and relief assignment pay. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Office and Professional Employees International Union Local 8. This arbitration award includes a general wage increase of 6.5 percent, effective July 1, 2017 and a general wage increase of 6.5 percent effective July 1, 2018. Agreement provisions include changes in the salary structure of specific jobs. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Pacific Northwest Regional Council of Carpenters. The arbitration award includes general wage increase of 4 percent effective July 1, 2017; and a general wage increase of 3 percent, effective July 1, 2018. The agreement includes targeted increases and an increase in safety shoe reimbursement. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

International Organization of Masters, Mates and Pilots. The agreements and arbitration award include a general wage increase of 3 percent, effective July 1, 2017 for Mates and Watch Supervisors and general wage increases of 2 percent for Mates and 1 percent for Watch Supervisors, effective July 1, 2018; a general wage increase of 5.5 percent effective July 1, 2017 and a general wage increase of 2.5 percent effective July 1, 2018, for Masters. Also included are targeted increases, and adjustments to holiday and assignment pay. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Puget Sound Metal Trades Council. The agreement and arbitration award include includes a general wage increase of 3 percent, effective July 1, 2017; and a general wage increase of 3 percent, effective July 1, 2018, as well targeted increases and overtime pay. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Marine Engineers Beneficial Association. The agreement and arbitration award include general wage increase of 3 percent effective July 1, 2017 and a general wage increase of 2 percent effective July 1, 2018; targeted increases; and changes to relief, assignment, call back and premium pay; as well as increases in Maintenance and Cure payments and contributions to the MEBA Training School. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Inlandboatmen's Union of the Pacific, Marine Division of the International Longshore & Warehouse Union. The agreement includes a general wage increase of 4 percent effective July 1, 2017 and a general wage increase of 1 percent effective July 1, 2018; targeted increases; and changes to leave accrual. Employee insurance included in the agreement is as described in the Super Coalition for Health Care Benefits.

Higher Education Institution Union Agreements – Subject to Financial Feasibility Determination

Central Washington University

Washington Federation of State Employees. The agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019, and a \$100 one-time incentive.

Public School Employees. The agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019, and an increase in shift premium pay.

Eastern Washington University

Washington Federation of State Employees. The agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019, a \$100 one-time incentive, and changes to vacation leave.

Public School Employees. The agreement provides a general wage increase of 1.75 percent, effective January 1, 2017.

University of Washington

Washington Federation of State Employees. The agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019; targeted salary increases, premium pay, and salary schedule changes for specific job classes; a revision to certain job classifications; and an increase in vacation leave accrual.

Washington Federation of State Employees – Police Management. This agreement includes across-the-board increases of 8 percent in each fiscal year; additional longevity pay; a clothing allowance for 'plain clothes' positions; and an increase in vacation leave accrual.

Teamsters Local 117 – Police. This agreement with the Teamsters' Local 117 - Police, maintains a 5 percent across the board increase from the previous biennium, and includes across the board increases of 10 percent in each fiscal year, along with incentive and longevity pay, as well as an increase in vacation leave.

Service Employees International Union 925. The agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019; targeted salary increases, premium pay, and salary schedule changes for specific job classes; and an increase in vacation leave accrual.

Washington State University

Public School Employees of Washington Bargaining. This agreement includes a general wage increase of 2 percent, effective July 1, 2017 and a general wage increase of 1 percent, effective July 1, 2018.

Washington Federation of State Employees. This agreement includes a general wage increase of 2 percent, effective July 1, 2017 and a general wage increase of 1 percent, effective July 1, 2018.

Washington State University Police Guild. This agreement includes an approximately 17 percent increase due to special pay range assignments, effective July 1, 2017.

The Evergreen State College

Washington Federation of State Employees. This agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019; targeted and special pay increases; and a one-time \$100 payment.

Western Washington University

Washington Federation of State Employees. This agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019; targeted pay increases, one-time incentive payments and an increase in vacation leave accrual.

Public School Employees. This agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019; additional call back pay; and an increase in vacation leave accrual.

Yakima Valley Community College

Washington Public Employees Association. The agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019, and an increase in shift differential pay.

Highline Community College

Washington Public Employees Association. The agreement includes general wage increases of 2 percent effective July 1, 2017, 2 percent effective July 1, 2018, and 2 percent effective January 1, 2019, and a \$400 on-time incentive payment.

State Employees – Not Represented or Not Subject to Determination of Financial Feasibility

General Wage Increases

General Government, Higher Education

For state employees, except those covered by a bargaining unit subject to determination of financial feasibility, general wage increases are provided in the Governor's budget. These are a general wage increase of 2 percent, effective July 1, 2017; a general wage increase of 2 percent effective July 1, 2018; and a general wage increase of 2 percent effective January 1, 2019. This item includes both higher education and general government workers.

Minimum Starting Wage

General Government, Higher Education

The Governor's budget increases the starting wage to \$12 an hour, effective July 1, 2017, and provides wage increases for classified state employees who work in job classes where the pay is aligned with job classes affected by the new minimum starting wage.

Targeted Classification Increases

General Government, Higher Education

For state employees except those covered by a bargaining unit, increases for specific job classes are provided corresponding to those provided in collective bargaining agreements negotiated by the Governor.

Health Benefits

General Government, Higher Education

The Governor's budget assumes a health benefit package with employee cost-sharing of 15 percent of the weighted average of the projected health care premium; continuation of an employer payment of the premium costs for basic life, long-term disability and dental coverage, and an opportunity to earn a wellness incentive.

State Employees – Other

Initiative 732. The general wage increases of 2%, 2%, and 2% provide a portion of the annual cost-of-living adjustments required under Initiative 732. The Governor's budget provides funding to reach the full Consumer Price Index adjustments of 2.4 percent on July 1, 2017 and 2.8 percent on July 1, 2018. An increase of 0.8% on January 1, 2019, brings the total increase to 6 percent in 2017-19.

Transit Pass. The Governor's budget includes transit passes (ORCA cards) for state employees, outside of higher education, who work in King County.

Teacher's Pay Increase. Teachers at the Washington State School for the Blind (WSSB) and the Center for Childhood Deafness and Hearing Loss (CDHL) are paid pursuant to the salary allocation model for the Vancouver school district. The Governor's budget provides funding to align WSSB and CSHL with the new salary allocations for the Vancouver school district.